Historic, Archive Document

Do not assume content reflects current scientific knowledge, policies, or practices.

aSD11
.U62
c2
STA/STA

INTERMOUNTAIN REPORTER

INTERMOUNTAIN RESEARCH STATION
AUG 25 1986
STATION LIBRARY COPY

U.S. Department of Agriculture • Forest Service • Ogden, Utah

August 1986

USDA HONOR AWARDS

Three USDA Superior Service Honor Awards were presented to Region 4 employees by USDA Secretary Richard E. Lyng this past June.

Individual Superior Service Awards went to John J. (Jack) Lavin, Forest Supervisor of the Boise National Forest; and Thomas A. (Tom) Roederer, Deputy Regional Forester. The third was a group award to the Uinta National Forest for leading hundreds of youth and volunteers in the Touch America Program (TAP) on the Payson Lakes area. Accepting the award for the 13 Uinta recipients were Don Nebeker, Loyal Clark, Gordon Williams and Jerry Smith.

Other people recognized by the Uinta award were: Norman Corbridge, Supervisory Civil Engineer; Gary M. Coleman, Recreation Staff Officer; Helen B. Woods, Supervisory Program Assistant; Vicki M. May, Secretary; Janice M. Taylor, Purchasing Agent; Ron Lisonbee, District Ranger; Douglas C. Muir, Supervisory Soil Scientist; John Hendrix, Forestry Technician; and Kent D. Cornaby, Supervisory Forestry Technician.

Annually, every USDA Agency is asked to nominate candidates for Distinguished and Superior Service Honor Awards. Forest Service Regional nominations are screened by the Regional Forester and Directors, sent on to a Washington Office committee for further review, and then recommended by the Chief to USDA. A committee of citizens and government officials makes the final recommendations to the Secretary of Agriculture.

Additional nominations may be added by Regional Foresters, the Chief and others, notes Sonnet House, who coordinates the program for R-4. For instance, Washington Office's Human Resources Unit nominated the Uinta employees for the group award, she said. R-4 "made a pretty good showing this year," she adds.

Background on recipients who made the trip to Washington follows:

TOM ROEDERER

Dropping the "business as usual" posture and taking a proactive approach to the future is what garnered a Superior Service Award for Tom Roederer, Deputy Regional Forester for Resources. When Tom moved from a WO job as Director, Policy Analysis Staff, Programs and Legislation, to Ogden in 1982, he brought with him the perception that the Forest Service needs to better manage its future. To help the Region better anticipate changes and manage change for more responsive, innovative resource management, he designed R-4's Delta Team.

Based on a U.S. Army model, the Team was designed to identify where Region 4 is, where it wants to be, and how to get there. The Team consists of a Core Team and several action teams, each dealing with specific problem areas such as information systems, communication, continuing education and futures.

While driving the Delta Team effort, Roederer has also kept the resources program on target.

Natural resource targets have been met or exceeded in all instances. He also implemented a requirement for two value analyses on each Forest each year, potentially reducing costs by more than $1 million.

USDA Secretary Richard E. Lyng presents an USDA Superior Service Honor Award to Tom Roederer, Deputy Regional Forester-Resources.

JACK LAVIN

Jack Lavin, Boise Forest Supervisor since 1979, was cited for outstanding accomplishments in establishing positive working relationships with State and local governments and organizations interested in the Forest Service.

Lavin was the Forest Service representative for the FS-BLM Interchange effort in Idaho, and shared the lead with the Bureau of Land Management in establishing a work group of State and county agencies and concerned public to develop a consensus approach to noxious weed control.

Jack Lavin accepts his Superior Service Award from USDA Secretary Richard. E. Lyng.

He helped develop a simplified "one stop" permit system for recreational suction dredge mining to replace separate permit processes through the FS and State of Idaho. He worked out an agreement with Idaho's Department of Lands to end double bonding requirements for mining operations on National Forest lands.

Lavin has implemented 11 shared service agreements with other National Forests, the Boise-based Forest Service Research Station and the Boise Interagency Fire Center. He also has worked well with adjacent Forest Supervisors. For instance, the Boise and Payette developed a visible, common approach to managing the South Fork Salmon River, a key anadromous fishery seriously impacted by resource activities in the 1960's. This effort mitigated external concerns and criticisms.

As Capitol City Supervisor in Boise, Lavin has worked with the Governor's office, State legislators, congressional delegation and other agencies to track emerging issues and inform Idaho Forest Supervisors and both Intermountain and Northern Regional Foresters. He has organized field trips between FS people and key contacts from other federal, State, local and private organizations. He chairs a "Natural Resources Roundtable" group in Boise, a group he initiated that brings together State, federal and legislative leaders to share information on natural resource management issues and activities in Idaho.

Lavin's 32 years of federal service include six years as Toiyabe National Forest Supervisor before his Boise assignment.

DON NEBEKER

Creative people need creative leaders.

That's why Forest Supervisor Don Nebeker received the Superior Service Award in Washington on behalf of the Uinta.

Nebeker's credentials are unusual: besides the usual Bachelor of Science degree in range management, he also holds a Masters in economics, public administration and behavioral communication; and a Ph.D. in natural resource administration, constitutional law, and behavioral science.

Don Nebeker, Uinta Forest Supervisor, accepts the award for the 13 Uinta National Forest recipients.

When "Search for Excellence" and "Passion for Excellence" hit the book stores, Nebeker was already implementing their new management approaches on the Uinta. His emphasis on creative problem-solving, team work, questioning past mind sets and creating new traditions has molded the Uinta into a Forest ahead of its time.

A small Forest of 800,000 acres, the Uinta still has the third highest number of recreation visitor-day use in the National Forest System. It has the second largest developed People-At-One-Time-Capacity in recreation. It also has one of the largest numbers of volunteers.

Nebeker emphasizes that many people not mentioned in the honor award helped make it possible, including R-4's Gene

Watson and Wayne Bellin, Washington Office Human Resources Coordinator. "Support from the top down as well as from the bottom up" needs to be remembered, he says.

The Supervisor explains his role in the TAP project as "helping shape a vision and helping employees succeed in achieving that vision. By removing obstacles and accepting risks, I can help my staff focus on accomplishing the Forest Service mission. Loyal, Jerry, Gordon and others took that opportunity to summon all resources to accomplish a terrific community project in a record amount of time. The old Payson Lakes that was being trampled, dirtied and loved to death is now a pleasant, well-managed recreational site for families. In addition, the lake now serves physically-impaired persons and offers an interpretive trail experience.

"The success of this project shows that we can do more with less if we're willing to take risks and forget business as usual."

GORDON WILLIAMS

Gordon Williams joined Loyal as a major contributor to the successful TAP Payson Lakes construction project.

Gordon is also one of the co-founders of the Camp Stamp Program. He has taken the lead in campground contracting, and the Adopt-a-Trail/Adopt-a-Stream and Adopt-a-Campground Programs that have been highly successful on the Uinta National Forest.

Such creations are not usual achievements of a landscape architect; but Gordon Williams is not a usual architect. Gordon is involved in the entire scope of Forest Service activities. His job is multiple use: a dab of campground design; an evening with a TAP crew on constructing wheelchair-designed picnic tables; choosing an operations and maintenance contractor for ten campgrounds; a morning explaining the HOST program and how to clean toilets; a day of putting together a firewood map design; an hour of writing script for the Forest's Travel Map; a trip to Safeway Stores for a public relations photo session about the sale of Camp Stamps; or a flight in a helicopter to help decide the location of a power line.

Currently Williams is co-supervising the operational and maintenance contracts for ten campgrounds on the Uinta. He is receiving calls from the Department of Interior about another program he helped start: the contracted campground phone-in reservation system. The successes or failures of both programs are being watched carefully by other organizations and agencies.

Gordon finds time somehow to consult occasionally as landscape architect. He creates pottery and is an active leader of the Provo Trail Citizen Committee. Gordon is an Assistant Scoutmaster and is active in his church while aiding his wife, Carol, in raising their four children.

The trip to Washington, D.C., was a surprise to this unassuming man. When asked about how he felt about being a recipient of the Uinta award, Gordon mumbled something about others working hard and going a lifetime without such recognition.

But then, how many people have had leadership roles in so many innovative ways to get things done in these days of low budgets and personnel ceilings?

JERRY SMITH

Jerry Smith's title of Forester is deceptive, since his current duties include everything except forestry—fire, incident command and management, human resources, engineering, minerals and recreation. He says his greatest challenges are working with fire, power line contractors and, of course, human resources.

Smith's common sense, "gift of gab," congeniality and coordinating skills assured success for the people part of the Payson Lakes project. He helped recruit volunteers and supplies, drawing on contacts made as a former Spanish Fork District employee.

Smith is an avid hunter, fisherman and outdoorsman. He has split his 26-year Forest Service career between the Boise and Uinta Forests. His wife, Jean, and the youngest of his five children accompanied him to Washington to receive his award.

Why does Uinta's volunteer program work so well? Smith believes there are two important ingredients: how much Forest Service employees care about the public and how much emphasis Forest Service employees place on letting the public help.

He says each Forest should have volunteer coordinator staff positions.

"Although the Payson Lakes project had an appraised value of $140,000, only $10,000 was invested by the Forest Service; the rest of the money, labor and materials were donated by the public," he notes.

Last year, one-third of the nation's TAP program occurred on the Uinta, according to Gene Watson, R-4 Human Resource Program Coordinator, Smith adds.

LOYAL CLARK

What can be done for an encore after receiving the League of Women Voter's Utah Woman of the Year award?

Would dinner and chit-chat with Chief Max Peterson do? How about a trip to Washington, D.C., to receive a Superior Service Honor Award from the USDA Secretary? At 27, Loyal Clark has managed to do all three.

Loyal has already achieved outstanding success during her

four years with the Uinta. She started as a project work leader and volunteer coordinator on the Pleasant Grove Ranger District. Born and raised in the area, Loyal put her knowledge of "locals" to work, recruiting large numbers of groups and individuals, and getting some excellent work out of those volunteers. After being given responsibility for the volunteer program Forest-wide, Loyal upped the number of volunteers to 8,000 last year.

While supervising several volunteer work crews, acquiring supplies, and recruiting, she was overseer of a giant construction project, that of building a beach on Payson Lakes in the Spanish Fork Ranger District.

Through TAP, a Presidential program that encourages private-government partnerships, more than 20 companies donated concrete, bridges, equipment, picnic tables, and sand, as well as food for volunteers. Thousands of volunteers, including Boy Scouts and groups of the physically impaired, helped finish the project in one record-breaking month. Improvements include a paved interpretive trail around the lake and facilities cleared of barriers to the impaired.

In her spare time, Clark cans garden vegetables, makes berry juices from wild plants, knits and sews, and fills her home with natural specimens to share with children during her school presentations. She enjoys fishing, camping, hiking and horseback riding. She has her own land and horse.

Clark is a director in the Utah Wildlife Federation and belongs to several other outdoor organizations.

Ann Matejko, Uinta NF
Cindy Chojnacky, IO (RO) □

REGIONAL FORESTER'S MESSAGE

I'm not sure just where, but someplace I've seen an article about "Somebody, Nobody, and Everybody." It concludes with a statement to the effect that "EVERYBODY thought SOMEBODY would do the job but NOBODY did it.

That obviously is not the situation in the Intermountain Region. In almost every issue of the Intermountain Reporter, coverage is given to the many "Somebody's" who did more than their jobs—they did them better, faster, more effectively, cheaper, or with more dedication, anticipation, commitment, enthusiasm or ingenuity. Several of these (Deputy Regional Forester Roederer, Forest Supervisor Lavin and 13 individuals on the Uinta National Forest) have been recognized recently with USDA Superior Service Honor Awards.

I am extremely proud of these employees and the Department's recognition of their efforts, as well as the many who have received other types of awards.

Even though the use of acronyms generally is frowned on, I would like to use one to make a point about work habits and attitudes that set a person apart from the crowd. First of all, the slang definition of a "Pip" is "something or someone wonderful." Made into an acronym, the letters stand for "Pride In Performance" which is the element of work that brings a feeling of achievement, whether or not an award is forthcoming. Many do their jobs satisfactorily but in a perfunctory, routine manner with no flair, pizazz or interest in doing more than is required. Hopefully, we all leave our work stations at the close of business each day, not as plodders, but as government employees who have made a difference, who have given their best. Although awards are great, when you come right down to it, self-satisfaction is the ultimate payoff.

At times, government work may not be glamorous, nor appreciated, nor stimulating, but it is work that needs to be done and done in the best way possible to serve our publics. I would like to challenge "Everybody" to aim for exemplary quality of service and stewardship by setting higher individual performance standards. "Nobody" should be excluded. There is no better way to feel like a "Somebody."

Take pride in your performance.

Stan

J. S. Tixier
Regional Forester

SKUNKWORKS NEWS

Stuff That Works

Hankering for a little notoriety?

Bursting at the seams of your Forest Service uniform over the success of one of your innovative ideas?

Help is on its way.

Technology transfer has been a Forest Service buzzword for a number of years. Almost every functional or management meeting and every management visit or review points up the need to share information, ideas and innovations.

Based on a Delta Team Core Group suggestion, an informal, information-sharing communique is born. Christened "Skunkworks News, Stuff that Works" (name and philosophy borrowed from "Search for Excellence), the publication will include ideas that are being successfully implemented and which can be put to work immediately by the reader with expected similar results.

We want to share your ideas. Nominations should be made to Tom Roederer, Deputy Regional Forester. Invitations for reports then will be extended by Tom through the appropriate Forest Supervisor or Director.

The reports will be short (no more than two pages of narrative with photos and graphs included as appendices), easily read, and readily recognizable by the Skunkworks News cover emblazoned with the author's name and a title for his submission. Regionwide distribution should mean Regionwide consideration of the further adaptability of the idea.

Notoriety? Credit? Yes!

An opportunity to brag a little? Yes!

More effective information transfer? Definitely!

LET'S HEAR FROM YOU! □

FOREST SERVICE/RAILROAD CONNECTIONS

The links between Forest Service and railroad history are described by a new exhibit in Ogden's Union Station Museum. Developed by INT's Research Information in cooperation with R-4's Information Office, the exhibit describes how, in 1905, two Forest Service employees were inspired by the Union Pacific Railroad's shield to sketch the Forest Service badge. The resulting "Pine Tree Badge" is the only element of the Forest Service uniform to remain unchanged.

The Union Station exhibit also describes how the location of Forest Service offices throughout the country was influenced by existing railroad transportation lines.

The exhibit will be on permanent display in the Museum's entrance orientation room. Over 20,000 people visit the museum each year.

Mike Prouty
Public Affairs Officer
Intermountain Research Station □

Former museum director Shirley Hanson views new Forest Service exhibit at Ogden's Union Station.

THE LIFE OF A PROFESSIONAL CAMPGROUND HOST

"We become very possessive of our area," explains Bill and Charlotte ("Char") Martin about their "jobs" as volunteer Campground HOSTs for the Cherry Campground on the Uinta National Forest.

Char and Bill Martin, professional Campground HOSTs, discuss the effectiveness of Woodsy Owl with Tor 3, their Campground HOST dog.

"It becomes 'our toilets' and 'my clean picnic table.' We have to remind ourselves not to be so possessive." Char says her goal is to have the cleanest toilets around.

Bill and Charlotte are professional Campground HOSTs who have spent several years working in a variety of campgrounds for the Bureau of Land Management and the Forest Service.

Char explains that their outdoor nomadic life began when Bill, who was in his early 60's, came home one day from his job in Arizona, typed out his resignation, and bought a trailer.

The trailer and a camper shell, given them last year by some campers, contain all their possessions and hobbies. "It's home."

"You need to like each other a lot if you're going to do something like this," explains Bill. Char adds, "And you must like the outdoors."

Both Bill and Char share the same hobbies: both knit, crochet, fish, tie flies and play cards. Because of their limited budget, they take turns getting a fishing license in the various states in which they work (Arizona, Montana, and Utah, so far) as Campground HOSTs.

The Martins tell stories about many other nomads they've met while Campground HOSTs for the last four years. "One fellow traveled till he ran out of money; then he'd go to the nearest town and tune pianos. A lot of families with children live on the road. The mother is often teaching the children."

Char and Bill cheerfully discuss how they make ends meet. They make food out of wild edibles, bake their own bread and use a scrub board for washing clothes. The couple knit a vest that is great for outdoor life—open at the arms, roomy, hanging below the hips for warmth, with large pockets.

They do indulge in a few "luxuries"—a couple of hummingbird feeders and a "HOST dog" named Tor. Explains Bill, "We feel our dog must be trained as a HOST also. She can't bark; she must be friendly, but not approach people unless invited (some people fear dogs); she must stay in her campsite; and she must ask permission to play with other dogs." Tor 3, unlike her predecessor Tor 1, hasn't learned yet how to pick up litter and cans, "but we're working on it."

The Martins have some advice for the Forest Service about the litter problem, which they feel is getting worse instead of better. They spend a lot of time encouraging people to take out their trash. They feel the Forest Service needs to find new ways to educate better the young people in school. "Woodsy Owl is failing somewhere. The message is not getting across."

Char says that when they question people, especially children, about trash in their camping area, the response is typically, "That's not MY can. That's not MY trash." The Martins try to instill in visitors the desire to remove everyone's trash, even if its not their own.

The Martins hypothesize that one reason the Woodsy message fails with some campers may be because of the "please" and "thank you." Charlotte thinks people mistakenly interpret those words to mean they have an option to taking out trash. A stricter message might have more success.

The day of the trash barrel is gone on the Uinta National Forest and the pack-it-in, pack-it-out days are here to stay. The Martins hand out trash bags in the Cherry Creek Campground; when HOSTing in Montana, they handed out cigarette trays in the campground. In addition, Woodsy and Smokey balloons and literature are given to young people.

Another suggestion for the Forest Service from the veteran Campground HOSTs is more variety in uniforms according to the weather in the area: warmer or cooler hats, shirts, vests, jackets as options would help.

Although not within the authority of the Forest Service, both wished there were a fishing license for the West instead of a different one for each state. They have decided to remain as HOSTs in one state so that they can qualify for residency.

Otherwise, the Martins seem very happy with the people they meet and their "job." This was very evident as people leaving the campground waved to the HOSTs who cheerfully waved back and exchanged big smiles and greetings.

While talking with the visiting District Ranger, the Martins described an attempt by youths to enter the campground at 10 p.m. (that was stopped quickly). They also discussed the fact that someone in the office was making reservations for 16 camp areas when there are only 15.

"This sort of information and help is what makes the Campground HOSTs so valuable," explains Spanish Fork District Ranger George Matejko.

One departing camper told the Martins, "I'm so glad you're here. I feel safer and don't worry as much about vandalism. I can even leave my chairs and coolers out at night now."

Ann Matejko
Public Affairs Officer
Uinta National Forest

VOLUNTEERS ON THE DIAMOND CREEK PROJECT

Approximately 30 miles northeast of Soda Springs in the Diamond Creek area of the Caribou National Forest, there is a volunteer project underway that will be of great benefit to Caribou National Forest users.

The development of a campground facility in this highly used area is being accomplished with volunteer efforts. J.R. Simplot, operator of the Smokey Canyon Mine; Edwin Smith, Smith Paving and Construction; and Vaughn Smith, Smith Construction, from Soda Springs, are volunteering their services to construct a road system, develop parking pads and establish a potable water system that will enhance visitor use of this highly used scenic campground area.

Brent Porter, Supervisory Forester, states, "The development of this facility could not have been accomplished without the invaluable assistance and help from these civic-minded companies. The Caribou National Forest budget could simply not stretch far enough to accomplish this project for the next several years."

Although the area has been used for camping since the Boy Scout camp burned during the 1970's, the Forest has been unable to develop a camping facility that would meet the needs of the resources. A lot of soil erosion has been experienced in the area over the past several years. With the benefits of this project, most of the resource damage will be minimized.

"This will be a three-year project that will ultimately save the government about 30 to 35 thousand dollars," Porter said.

Earl LaOrange
Public Affairs Officer
Caribou NF

ADDITION TO THE INTERMOUNTAIN REGION MANAGEMENT TEAM

DALE N. BOSWORTH

Our newest Forest Supervisor, Dale N. Bosworth, reported to the Wasatch-Cache National Forest on August 3, replacing Art Carroll who transferred to the Angeles National Forest in Region 5.

Dale's most recent assignment was section head of the Region 1 Land Management Planning Group. His 20 years with the Forest Service have been in Idaho and Montana including various timber, District Ranger, and planning positions on the Lolo, Colville, Kaniksu, Clearwater and Flathead National Forests. His forestry degree was obtained from the University of Montana in 1966.

Also making the move to Salt Lake City will be Dale's wife, Carma, and their son, Neil (15). The Bosworth's daughter, Kristy, is a student at Montana State University in Bozeman.

Dale N. Bosworth.

INTERAGENCY GRIZZLY BEAR COMMITTEE TOURS FORESTS

Top managers from just about every land and wildlife management agency in the Intermountain West descended in June on the Targhee, Bridger-Teton and Shoshone National Forests for one purpose—to discuss grizzly bear recovery.

"All the agencies, for their own reasons, want to recover and manage the grizzly bear," explained Glen Contreras, Region 4 Threatened and Endangered Species Program Manager. Contreras engineered this year's June 9-13 Interagency Grizzly Bear Committee (IGBC) spring field meeting.

The tour started in Cody, Wyoming, headed southwest through the Forests and Yellowstone and Grand Teton National Parks to Jackson and ended in Rexburg, Idaho. En route, IGBC members viewed on-the-ground grizzly bear recovery efforts and made decisions for the grizzly bear's future.

Members also did a lot of listening during three public hearings, a bear expert panel and interviews with lodgeowners, outfitters, ranchers, marina owners and others who live in bear country. Increasingly, IGBC members see public awareness and support as the key to grizzly bear recovery, explained Stan Tixier, IGBC chairman and R-4 Regional Forester.

Why? "People kill grizzlies," Tixier explained June 12 during a public listening session in Rexburg. That's the main reason the grizzly population in the lower 48 states is down to about 1,000 bears—about 1 percent of the historic population, he said.

Grizzlies have been killed for sport, by accident, to protect human life, for depredation control, and for illegal sale of parts and poaching, Tixier said. Through public education, law enforcement, research and efforts to conserve bear habitat, agencies are working together to halt the killing.

The complex task of grizzly bear recovery is not well understood. There's a misconception that every agency is doing its own thing and that there's no coordination.

Actually, the agencies have worked together on grizzly bear problems for years and have had a steering committee since the 1970's. The effort stepped up after the U.S. Fish and Wildlife Service (FWS) listed the grizzly as a "threatened" species in 1975. In 1983, Interior and Agriculture Secretaries created the Interagency Grizzly Bear Committee (IGBC) to get top-level action on grizzly bear management problems.

IGBC is made up of National Park Service and FWS Regional Directors; Fish and Game State Directors from four states; a Bureau of Land Management State Director and Regional Foresters from Regions 1, 2 and 4. Meeting at least twice a year, IGBC plans research, makes recommendations, and acts on bear and bear habitat management. IGBC subcommittees oversee research, public education and management efforts for grizzly populations located in the Greater Yellowstone, Northern Continental Divide, and Northwest Ecosystems.

"It's the most effective committee I've seen in dealing with a horrendously complex management situation," noted Contreras. "It's a pure action organization. It puts high-level managers on a first-name basis with people in the field who are solving the problems. Problems are faced and dealt with quickly."

Throughout the tour, IGBC members heard from people who work with or live near the grizzly bear. They *learned* about grizzly bear management, oil and gas issues and cooperative efforts to manage problem bears. They *visited* Jackass Meadows, first timber sale on the Targhee National Forest where "Yellowstone grizzly bear guidelines were fully implemented on the ground," explained Tom Wagner, Ashton Supervisory Forester.

The guidelines, aimed at mitigating impacts on bear habitat, meant an initial cut of 12 million board feet (mbf) was reduced to a 2 mbf cut over 10 years. The sale was designed for minimum intrusion. Timber was felled, skid and piled during one or two-month visits over three summers. The District will scalp soil and pretreat for gophers one month this summer and contract planting during one month in 1987.

The project environmental assessment also stipulates temporary harvesting suspension if a grizzly bear is seen in the area. All roads will be closed after the harvest, huckleberries and other forage planted, and the area returned to the grizzly bear.

Road closure on Jackass Meadows—the first timber sale on the Targhee developed completely under grizzly bear habitat management guidelines. To minimize impact on bears and their habitat, harvesting activities were limited and all roads were closed after the harvest.

In managing this area, "the driving force is the bear," said Ashton District Ranger J. Dan Schindler.

They *saw* devices IGBC requires for keeping a "bear-proof" camp including a light, portable "bear box" for food. The box was invented by Wayne M. Jenkins, Ashton Supervisory Range Technician.

The "bearproof box" designed by Wayne Jenkins, Targhee's Ashton Ranger District, is lightweight and portable for easy transport into backcountry areas.

IGBC *agreed* to support efforts to acquire some private land located in the middle of prime grizzly bear habitat on the Targhee National Forest.

In each town, IGBC *heard* a wide range of comments from those who want to expand grizzly bear populations to those who "don't need grizzlies down our way," as a Jackson-area rancher put it.

Many commenters in Jackson wanted changes in present management. Phil Hocker, Sierra Club, pushed for more "agency commitment" to grizzly bear recovery and less oil and gas leasing and other activities in grizzly habitat. Leonard Carlman, Jackson Hole Alliance for Responsible Planning, said IGBC programs should emphasize recovery—not just mitigating impacts of management activities on the bear.

Larry Burrett of Wyoming Farm Bureau said farmers won't support recovery efforts until IGBC addresses economic losses from livestock depredation and other costs of keeping the grizzly bear. Some outfitters expressed fear that IGBC is extending bear habitat outside Yellowstone National Park.

Other outfitters complained about "excessive" clean camp rules aimed at keeping grizzlies away; but most supported bear recovery and several offered to help IGBC locate, identify and number bear populations.

IGBC heard other ideas such as: special non-profit funds for bear recovery and a national public relations program.

Some Rexburg ranchers wanted quicker methods to deal with problem bears and less priority on the grizzly bear outside Yellowstone National Park. Someone suggested a Wyoming grizzly bear hunt to make bears fear people. A college instructor said bear management efforts are artificial and that Yellowstone may not even be the bear's natural habitat.

One citizen said he thinks grizzly bears are "terrorists," making people afraid to hike, fish or camp in certain areas.

A wide range of interests—from sheepmen to outfitters to conservationists—urged IGBC to reconsider supplemental feeding of grizzly bears to keep them in Yellowstone National Park and away from sheep grazing, public recreation and private land.

Bear researchers Frank and John Craighead have advocated retaining some form of supplemental feeding since the Park Service closed garbage dumps in Yellowstone National Park several years ago to wean bears from dependence on people as a food source. IGBC hasn't ruled out supplemental feeding, but hasn't found it necessary at this point.

During a special panel in Jackson, researchers were invited to share with IGBC their perception of areas needing research.

Frank Craighead urged IGBC to test the feasibility of concentrating bears away from people by feeding them elk carcasses at isolated sites.

Montana State University's Dr. H.D. Picton described future bear research which will monitor bear populations using hair and scat samples, reducing the need to trap and handle bears.

University of Montana's Dr. Charles Jonkel criticized agency managers for stretching scanty research bases too far and too often ignoring outside researchers.

Jonkel said need is critical for information on disturbed site vegetation, habitat improvement, important plants in the grizzly bear diet, private land management, habitat classification, teaching bears to avoid people, and population augmentation.

Bear behavior should be researched just as heavily as habitat needs, said Dr. Barrie Gilbert of Utah State University. Gilbert quoted several studies to indicate that grizzlies get along better with people and increase in numbers when food availability and security for the bear increase in an area.

Gilbert also contended that "management is trying to do things way ahead of a weak research information base." IGBC was urged to include more information on bear security, den sites, travel routes, whole animal food needs and food base richness in habitat improvement work.

Commenters at every session—regardless of their views—praised IGBC for listening.

IGBC will be even better known in future years, thanks to communication efforts launched at the June meeting. IGBC *decided* to:

—Develop a portable grizzly bear recovery exhibit for use in airports, shopping centers, fairs and agency offices;

—Investigate possibilities of private-public special donations for bear projects;

—Develop a yearly "stockholders" report for wildlife magazines and people interested in grizzly bear recovery efforts;

—Initiate efforts to work with outfitters on bear monitoring and on guidelines for safe use of bear repellent devices including electric fences around backcountry camps;

—Work with National Audubon Society on a grizzly bear recovery film; and

—Intensify efforts to build ties with Canadian wildlife and land management agencies.

Cindy Chojnacky
Reporter
Information Office (RO)

□

OMB VISITS INTERMOUNTAIN REGION

It can't be easy for a budget examiner in the Office of Management and Budget to translate the maze of abstract data that is part of the budget process into an understanding of Forest Service programs and mission.

Hopefully, that was made easier for Terry Grindstaff, Forest Service Budget Examiner for the President's Office of Management and Budget (OMB), during his whirlwind visit to the Uinta, Manti-LaSal, Ashley and Bridger-Teton National Forests on July 7-9. John Leasure, Director of Program Planning and Budget for the Forest Service, accompanied him.

Don Nebeker capitalized on this opportunity to brief Terry on the Strawberry Reservoir project, which is being transferred from the Bureau of Reclamation (BOR) to the Forest Service, with the budget switch taking place in fiscal year 1988.

"A picture is worth a thousand words" proved true as Price District Ranger Ira Hatch and his guests first flew over watershed restoration projects that protect towns such as Fairfield and then viewed some old photographs dating back to the early 1900's. The photographs depicted severe range damage from overgrazing and the resultant erosion, flooding, and mudrock flows into several communities. Restoration efforts, including contour trenching and other methods developed by the Great Basin Experimental Forest, paved the way to today's vastly improved range and watershed conditions.

Ira and Charlene McDougal of the Price District hosted a very nice luncheon at the Stuart Guard Station, complete with red, white, and blue Independence Day banners and table decorations—an unusual, but patriotic, picnic in the woods.

A tour of the Ashley featured mountain pine beetle devastation and salvage efforts. Loren Jepson explained the Forest's efforts to reduce costs and increase revenue in the timber program as the group viewed an elderly and handicapped firewood cutting area.

Vernal District Ranger Carol Lyle led a tour of the Chevron Phosphate Mine and the outstanding reclamation efforts that have taken place.

Dave Keddy showed Terry and John the features of the Flaming Gorge National Recreation Area. The need for rehabilitation of many older recreation facilities was stressed and our use of volunteers, in almost all aspects of the recreation management program, was explained.

Following an aerial tour of the Riley Ridge oil and gas field development with Carl Pence, Planner, and Pinedale Ranger Jay Carlson, the group visited the Bridger-Teton staff in Jackson where they were briefed on such issues as the land management plan, air quality monitoring for Riley Ridge and relationships with the National Park Service. Jackson District Ranger Joe Kinsella and Timber Staff Officer Bill Knispek showed Terry some of the timber management efforts on the Jackson Ranger District.

Before moving on to Region 2 for additional exposure to recreation and timber programs in the Rocky Mountain area, Terry said he was glad to have had this opportunity to get better acquainted with Region 4 and its people. He said the visit had helped him better understand the "real world."

John P. Butt
Director
Planning and Budget (RO) □

John Leasure, WO Director of Program Planning and Budget (L), and Terry Grindstaff, OMB Budget Examiner (R), talk with Loren Jeppson (Vernal District) about a firewood sale area for the handicapped and elderly.

CHANGING ROLES

In the 1970's, women were admitted as cadets to the previously all-male Annapolis Naval Academy. Since the Academy's administration had been so successful throughout its history, no one anticipated the problems that occurred when women were enrolled. As a result of numerous difficulties, a study was initiated to pinpoint the problems that surfaced and outline methods to overcome them. The Changing Roles Workshop was the result of that study.

Women have been an important part of the Forest Service for years—as secretaries, clerks, receptionists, etc. Men, also, have been confined to particular types of positions. Within the last two decades, more men and women have been occupying non-traditional positions in the workplace. The Forest Service has been using the Changing Roles Workshop in the past few years to focus on the sensitive, and sometimes controversial, areas of men's and women's relationships and their differing socialization processes.

Candidates for the workshops represent a vertical slice of a unit, with an equal representation of both men and women. For more information on the Changing Roles Workshop, contact Cheryl Molis, Boise NF, Personnel Management staff.

Gary Holsten
Caribou NF

Caribou National Forest Supervisor Paul Nordwall discusses the various aspects of the Changing Roles Workshop with facilitators, Cheryl Molis (Boise NF) and Rita Kennedy (CR).

For this activity, participants were to go to a flip chart and list words commonly used to describe men and women. (Photos by Earl LaOrange.)

Dixie N.F. ...

STRIDES IN PUBLIC SERVICE

A visitor seeking information about the National Forests finds himself/herself in a town with no visible directions to the local Forest Service office—no highway directional signs, no marking of the Federal Building nor of the offices within. This was the situation for a large influx of tourists arriving daily in Cedar City en route to the Dixie National Forest and adjacent National Parks.

Under the direction of Phil Johnson, Information Office (RO), a plan was developed and steps taken to remedy the problems:

—A directional sign was installed on the main route entering the Forest through Cedar City.

—A headquarters sign and visitor parking were established at the office.

—A new glass door and side panels were installed to make the visitor reception area more visible.

—A new reception desk was designed and constructed, along with large photo and display frames, a brochure rack, and a sandblasted Forest Service shield, all coordinated in matching wood and finish designed to extend a warm welcome to visitors.

Visitors to the Dixie National Forest are bound to increase with circulation of its new photo book. During the last year, the Dixie entered an agreement with a commercial publishing firm to print the Dixie National Forest photo book at no cost to the Forest. The Forest provided the photographs and the publisher printed the book. The book, featuring full color photos of many picturesque scenes on the Forest, will go on sale this summer.

Public service efforts on the Dixie continue. The Dixie has just reached an agreement with the Zion and Bryce Natural History Associations. As close neighbors to the Parks, the need for mutually shared maps and publications has grown each year. With this new agreement, National Forest publications will be sold at Park Service Information Centers and pertinent Park Service and Natural History publications will be available at offices on the Dixie National Forest—all for increased public service.

Visit the Dixie—it is operating with you in mind!

Bevan Killpack
Dixie Information and
Education Specialist □

This sign can be seen just before entering Cedar Canyon.

The new Dixie headquarters sign can be seen from four blocks distance and eliminates confusion with office buildings.

New reception area welcomes the public.

Parking is reserved for visitors only.

Receptionist Cheree Paddock helps Forest visitors.

TRACK-MOUNTED DRILL RIGS— AN ALTERNATIVE IN MINIMIZING RESOURCE IMPACTS

Mineral exploration is a legitimate activity provided for in the 1872 Mining Laws; so what are the alternatives for minimizing resource impacts on the Mountain City District where there is a high interest in exploring for disseminated gold and the more than 100 miles of open exploration roads are impacting livestock, wildlife, water and visual quality?

Some individuals recognized that exploration and annual assessment costs could be reduced by not constructing access roads, and track-mounted drill rigs made that possible. The original tracked rigs were homemade from a D4 or D3 dozer on which a drilling platform was added. The compressor, an essential component, unfortunately came as a separate unit. For the most part, these were not highly accepted by industry primarily because of drilling limitations and somewhat limited access capabilities. This new idea, although practical from an efficiency of operations viewpoint, experienced growing pains.

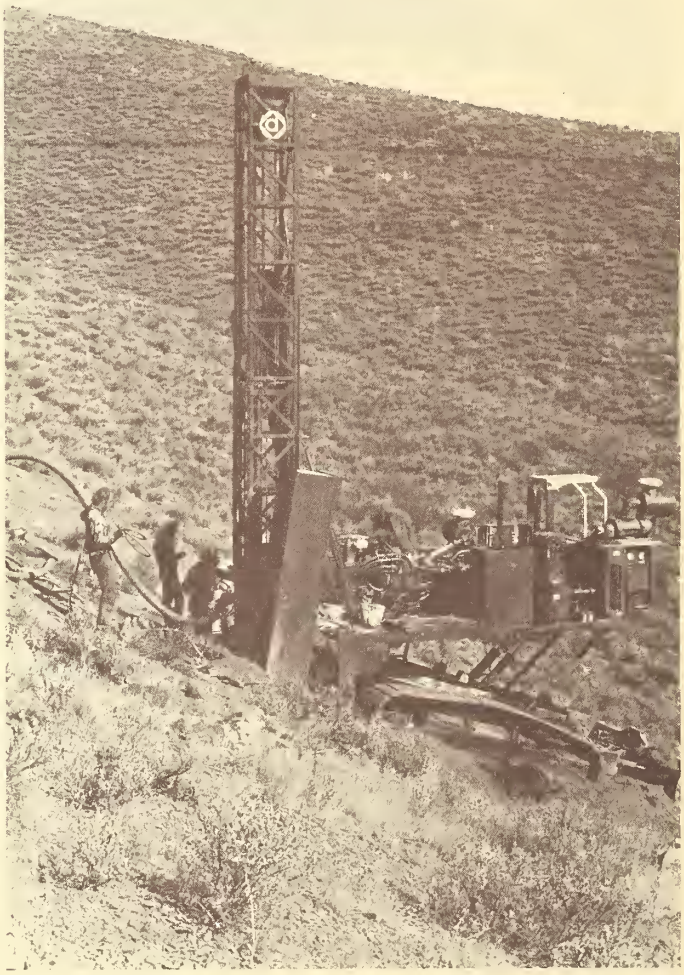
Over time, new generation drill rigs were developed. Eklund Drilling Company of Carlin, Nevada, anticipated the need to better address environmental concerns. With his knowledge of conventional drill capabilities and his experience with unsuccessful original design tracked rigs, Mr. Eklund, aided by Drill Systems, Inc., Calgary, Canada, designed and developed the new generation of track-mounted drill rigs. These new rigs are designed as a complete unit mounted on a tilt platform and capable of drilling comparable to conventional drill rigs. This piece of equipment is capable of setting up on 60 percent slopes and drilling vertical or angle holes. It can traverse slopes comparable to a D6-D7 dozer or greater because of its lower center of gravity. Drilling costs are comparable to that of conventional drilling. As such, this equipment can be classed as "State of the Art" track-mounted drill rigs.

One of several types of track-support vehicles.

District Minerals Foresters Bob Vaught and Ken Olsen determined availability of four new generation track-mounted drill rigs. The idea of utilizing this type of equipment was then presented to the largest mineral operators in the area. As with many new concepts, some skepticism clearly surfaced. Many of the operator concerns were based on previous experience with the pioneering equipment.

There are two viewpoints on the benefits of this newly developed equipment. Some operators feel the greatest ad-

Tracked rig operating on a 55-60 percent slope. The dozer blade can be used to hold the machine in place on steep terrain or build a pad if necessay. (Photos by Kenneth C. Olsen.)



vantage will come from "wildcat" drilling where normally several miles of road would have to be constructed to drill one or two exploration holes. A second viewpoint sees the equipment being used in high intensity drilling in ore body delineation where a basic road network already exists. Both viewpoints have one common denominator—economic efficiency.

Although the Forest's selling point with the various operators was the economic advantages, minimizing surface resource disturbance is the ultimate objective. With the District's current program, an estimated 17 miles (30%) of road construction will have been avoided during 1985. Availability of equipment is a limitation to this aspect of the minerals program. Demand will be the vehicle by which availability will cease to be a limiting factor.

It is unlikely that all soil-disturbing activities caused by mineral exploration will cease regardless of the drilling mode. There will be many instances where access roads will be necessary. Many times, equipment limitation, slope stability, ease of access/operator time constraints, and equipment availability will necessitate road construction. It is important to recognize, however, that utilizing track-mounted drill rigs is a favorable alternative.

Bob Vaught and Ken Olsen are preparing a slide show illustrating the practical application of these machines and benefits to be gained by their use. The Forest hopes to make this presentation available for Regional use. In the meantime, those involved in minerals management are invited to come see the results of this alternative mode of exploration drilling on the Mountain City District.

George C. Martinez
Mountain City District Ranger
Humboldt National Forest □

RANCHER-INSPIRED AND IMPLEMENTED RIPARIAN PROJECT

This past spring, Oakley ranchers, Boy Scouts from the Oakley LDS Church Third Ward, and members of the Twin Falls Fish and Wildlife Conservation Corps planted over 3,500 trees along four miles of Beaverdam Creek in the south hills of the Sawtooth National Forest. Poplar and Russian olive cuttings obtained from the University of Idaho Nursery in Moscow supplemented cottonwoods gathered by the Scouts. This was a continuation of last year's project when Oakley Scouts planted over 3,700 trees on eight miles of stream.

Rancher Ray C. Bedke, President of the Wild Rose Grazing Association which grazes cattle on this area, originated and directed the effort. Personnel from the Twin Falls Ranger District of the Sawtooth National Forest provided technical assistance. Bedke feels private sector efforts are needed to accelerate already improving range conditions on public land.

Over the past decade, federal lands have improved greatly due to rancher/agency investments in water developments, fencing, seedings, brush control, and livestock grazing systems. Recently, the Forest Service and Bureau of Land Management have given particular attention to riparian areas along streams and creeks. In addition to riparian areas being very important to fish and wildlife, they also provide a great share of livestock forage.

Prior to settlement of southern Idaho, most streams flowed through meadowlike areas bordered by cottonwood, willow, and other trees. Improper grazing, first by Indian horses and then by unregulated settler livestock, took its toll. Trees and willows were eaten out and some streams became sediment laden rather than the productive fisheries they once were. With most of the upland areas in good shape, ranchers and agency personnel are now concentrating efforts on improving streamside areas.

With declining agency budgets, ranchers are aware that their grazing on federal lands depends on good range conditions. The value of this project was summarized by Twin Falls District Ranger Jerry Davis, who said, "Good range conditions are good investments for these ranchers. Many of these Scouts will someday inherit these livestock operations. The community of Oakley is dependent on use of public lands by its many ranchers and this rancher-conceived and -implemented project will improve public lands on which cattle grazing is permitted. Through cooperation, public lands will continue to be used and enjoyed by all." □

FOREST APPRECIATES IDAHO POWER COMPANY SUPPORT

A Certificate of Appreciation was recently presented by the McCall Ranger District to the McCall Branch of Idaho Power Company for outstanding cooperation and support in developing an anadromous fish habitat improvement project on the Secesh River, a tributary to the South Fork Salmon River near McCall.

Making the presentation were John Hooper, District Ranger, and Phil Vance, District Resource Forester, who initiated and supervised the project with technical assistance from John Lund, Fishery Biologist.

Anadromous fish-rearing habitat is lacking in this area because high water flows scour the channel, so protection and development are very important. To improve habitat cover for salmon and steelhead, trees were felled into the river and anchored to the bank with high tensile wire. The anchored trees provide a haven for escaping and hiding juvenile anadromous fish which are susceptible to predation from other fish and animals.

Vance praised the Company for its willingness to become involved and its expediency in providing hard to find materials such as costly tensile wire, clamps, and large tension bolts to secure the trees. "Idaho Power has good people to work with," he said, "particularly Dale Krumm and Dennis Barber of the McCall office and Bill Poncia and Cleon Hone of the material/maintenance yard in Boise. We anticipate immediate benefits through Idaho Power's cooperation."

Further projects of this type are planned for the river.

Phil Vance
Resource Forester
McCall Ranger District
Payette National Forest

Phil Vance (L) presents award to Idaho Power Company official. (Photo supplied by Star-News in McCall.)

CONCERN CORNER

Stress is a common word these days, and for good reason. Articles in magazines and newspapers, talk show discussions, workshops, and entire books are devoted to the topic. I recently read an article* that discussed stress in a way I found intriguing.

Dr. Vaillant compares stress-coping mechanisms with those for coping with physical disease. When one becomes physically ill, at least three responses are possible:

1. Seek professional medical treatment.
2. Consciously use a treatment and convalescent regime; i.e., plenty of rest, lots of liquids, and 2 aspirin every 4 hours.
3. One's physical body automatically deploys its resources, such as white blood cells and antibodies fighting bacteria. If the body's response is effective, the illness likely will not become serious. Overall physical health and fitness influence how effective one's physical defenses are.

An individual facing stress has three similar resources:

1. Seek help from others, including professionals.
2. Use one's own conscious efforts to cope (exercise, meditation, etc.)
3. One's unconscious adaptive mechanisms are automatically deployed. These are the ego-defense mechanisms already in place in one's personality. Thus, a person's overall psychological health affects one's success in adapting to stress.

Dr. Vaillant categorizes defense mechanisms as psychotic, immature, neurotic, and mature. He discusses these in some detail and his discussion will be summarized in the next "Concern Corner."

What is surprising is the relationship between psychological health/maturity of defenses and physical illness. A 40-year study of Harvard men found that even after taking into account smoking, alcohol use, suicide, obesity, and the longevity of parents and grandparents, the correlation is still significant. The study found that individuals who used primarily healthy psychological mechanisms before the age of 47, 80% remained in excellent physical health after age 55, and none had yet died or become disabled. By contrast, those who used immature defenses before age 47, only a third was still in excellent health at age 55 and another third had died or become disabled by chronic illness.

Obviously, physical and psychological health are interrelated. Watch for more information in the next *INTERMOUNTAIN REPORTER.*

If you or someone close to you wants help with a problem, call the Concern Program, FTS 586-5295 or commercial 801-625-5295.

Sonnet W. House
Concern Program Advisor

**George Vaillant, M.D., The Harvard Medical School Mental Health Letter, July 1986.* □

CARIBOU FOREST/FISH AND GAME COORDINATION MEETING

Thirty-four staff from the Caribou National Forest and Region 5 of the Idaho Fish and Game Department held their annual coordination meeting/field trip on June 26 and 27.

Discussion centered around mining operations in southeastern Idaho and the potential impacts these operations could have on wildlife habitat and fishery resources.

The Idaho Fish and Game's Bear Lake cutthroat planting in the Blackfoot River about four years ago appears to be a success and, hopefully, will do much toward continued restoration of the Blackfoot Reservoir fishery.

Several areas of past prescribed burning projects and future prescribed fire sites were looked at during this tour. The Idaho Department of Fish and Game is very supportive of the Caribou Forest's prescribed fire program.

Tim Burton and Toby Rhue discussed streambank stabilization along Tin Cup Creek and the group agreed that this stabilization program needs to be continued and expanded.

The coordination meetings with the Fish and Game continue to provide a vehicle for better understanding and communication between the two agencies. These meetings also allow for free exchange of suggestions, ideas and concerns in relationship to the effects management activities have on our natural resources.

Earl LaOrange
Public Affairs Officer
Caribou NF □

By placing Douglas fir along the streambank and securing the trees into place, the streambank will stabilize and the cut bank will have an opportunity to heal.

NICE TO GET

The following letter was received by Paul Nordwall, Caribou National Forest Supervisor, from David Neider, Region 5 Supervisor of the Idaho Fish and Game:

"This is to express our appreciation for the assistance your staff provided during the cooperative elk transplant program on the Forest the last 2 winters. Frank Gunnell and Ken Timothy, in particular, were extremely helpful in making the transplant onto the Malad range a success.

"We estimate that 120-150 elk will be in the unit in the fall of 1986. Consequently, we are recommending a new season be opened in 1986 with 40 either-sex permits. This should harvest approximately 20 animals and begin our management program to maintain elk numbers below 200 as provided for in the approved project EA.

"...We believe that the project...demonstrated the potential our agencies have to work together in enhancing wildlife populations on the Caribou National Forest." □

PUBLIC SPEAKING ACCOMPLISHMENTS

During the past year, Regional Office Speakeasies (an organization patterned after "Toastmasters") created a certificate to be awarded to members who completed the first five assigned speeches. Congratulations go to Max Ollieu, S&PF (now in the WO); Russ Rogler, E; Jim Trenholm, E; and Mary McDonough, CR; for reaching this milestone. □

INTERMOUNTAIN REPORTER

Published for Forest Service employees and retirees by the Information Office, Intermountain Region, Forest Service, U.S. Department of Agriculture—Federal Office Bldg., 324 25th Street, Ogden, Utah 84401.
Colleen Anderson, Editor
Susan McDaniel, Design and Layout

RETIREMENTS

HELEN EDGE

Helen Edge, Supervisory Clerk-Typist for the Challis National Forest, retired on June 30 with 17 1/2 years of service. Helen began her career with the Forest Service in December of 1968 as a clerk-typist in the Challis Supervisor's Office.

During her career, Helen received two letters of appreciation for her work as Forest History Coordinator—one from Bob Safran, Director of Lands, and one from Jack Bills, Challis Forest Supervisor. She also received numerous awards throughout her career including 1974 and 1977 quality step increases and cash awards in 1981, 1983 (for organizing and carrying out the Challis' 75th anniversary celebration), and 1986 (for sustained superior performance).

Details to the Washington Office in 1977 and 1978 were a highlight of Helen's career. She has also served as an EEO counselor for the Forest.

Helen has seen a variety of changes in the Challis Forest organization, purpose, and ways of doing business since 1968. One of the more significant impacts to her own job was the Forest's conversion to automated processing.

She was born in Butte, Montana, but spent part of her childhood at the old Ranger Station in Stanley, Idaho, where her father, Merle Markle, was the District Ranger.

Helen and her husband, Art, will enjoy retirement in Challis but plan to do some traveling.

PATSY C. IVERSON

Patsy Iverson, Business Management Assistant on the Fillmore Ranger District, retired on June 30 after 32 years of dedicated service.

Pat began her government career as a clerk-typist in 1949 with the Agricultural Stabilization and Conservation Service (formerly the Production Marketing Administration). In January of 1955, Pat started to work on the Fillmore Ranger District of the Fishlake National Forest. Little did she realize how long she would be affiliated with that District. For two years, Pat worked three days per week for the ASCS and two days per week for the Forest Service.

Pat has worked with six District Rangers and seven Forest Supervisors. She has always shown a willingness to do whatever was needed to keep the District running smoothly.

The District has not only increased in area, but also in personnel in the last 30 years. When Pat first came to work, she was one of six employees on the District, three of which were seasonal technicians. The permanent personnel on the District have been as high as 11 and seasonal personnel have numbered up to 35. Of course, Pat's responsibilities increased along with these changes.

In the course of her career, Pat has received five awards for "Outstanding Performance," and several "Letters of Commendation" from Forest Supervisors and District Rangers. Pat earned the "Distinguished Service Award" in May of 1971. This is a coveted award for federal employees of which only two per year are awarded in Utah. This award was earned for Pat's meritorious accomplishments from 1955 through mid-1971. Her excellent rapport with the public, sense of responsibility for matters relating to the District, willingness to assume additional duties during the absences of several District Rangers, and competence in District business matters were the major reasons for this award.

DARREL HINTZE

Darrel Hintze, Range Conservationist (minerals), retired from the Fishlake National Forest on June 27 with 25 years of federal service. Hintze has been responsible for management of the Richfield Ranger District's mineral, energy, and human resource programs since 1978.

Prior to his appointment on the Fishlake National Forest, he worked for the Sawtooth National Forest in Malta, Idaho, and the Bridger National Forest in Kemmerer, Wyoming.

Hintze began his Forest Service career in September 1963 on the Bridger National Forest in Cokeville, Wyoming, where he worked in timber sale administration.

In 1982, he received a Certificate of Merit and award for promoting voluntary work with youth organizations. For several years, this program has been one of the best in the Forest Service.

A native of Salt Lake City, Hintze graduated from Utah State University with a B.S. in range science in 1964, and a M.S. in social science in 1985.

Hintze and his wife, Frances, have seven children and three grandchildren. They will continue to make Richfield their home. Both are voluntary emergency medical technicians (EMT's) and they hope to continue in this community service. □

AWARDS

REGIONAL OFFICE
Cash
CRIS SANDOVAL, Secretary, Personnel Management - For sustained superior performance.

CHALLIS NF
Cash
NOREEN R. MONTE, Personnel Assistant, SO - For outstanding performance in handling the assignments of two positions during a period of heavy workload.

Quality Step
DIANA K. ATWOOD, Accounting Technician, SO - For outstanding performance, greatly exceeded acceptability in all elements and significant contributions to budget and finance.

PAYETTE NF
Length of Service
TOM BETZOLD - 10 Years
BARRY KONCINSKY - 10 Years
GREG MONTGOMERY - 10 Years
JACK PAANANEN - 10 Years
KELLY DYE - 20 Years
ELWIN TURNER - 20 Years
GENE BENEDICT - 25 Years
MIKE BROWN - 25 Years

SAWTOOTH NF
Length of Service
JOHN E. PHIPPS - 10 Years
JAMES W. SIMPSON - 25 Years

WASATCH-CACHE NF
Cash
LINDA J. WELOTH - For outstanding individual effort in updating the Primary Base Series maps for the Ogden RD.
WAYNE G. ANDERSON - For sustained superior performance in overall management.
WAYNE G. ANDERSON - For leadership in developing and implementing the "Leave No Trace" camping skills program. Award presented by Chief Peterson.

Length of Service
FREDRICK SALINAS - 10 Years
SCOTT LAYTON - 10 Years
KENT GOLDSBERRY - 25 Years
FRED LABAR - 30 Years

PERSONNEL

REGIONAL OFFICE
Promotion
DAVID G. HOLLAND, Supervisory Entomologist, S&PF (Temporary Promotion)

Reassignment
SUSAN HAYWOOD, Clerk-Typist, IO, to Clerk-Typist, TM

Transfer In
RON ASHLEY, Forester, R&L, from Lolo NF, R-1

BOISE NF
Promotions and Reassignments (or Transfers)
DAVID HALE, Supervisory Forester, Lowman RD, to Emmett RD
MARIANNA BILBOA, Support Services Supervisor, Cascade RD
CAROL SHOBE, Payroll Clerk, SO
ROSEMARY SMITH, Business Management Assistant, Idaho City RD, to Intermountain Station
JOHN POTYONDY, Hydrologist, RO, to SO
JAMES L. CASWELL, Deputy Forest Supervisor, from R-6

CHALLIS NF
Appointment
WILLAMAE A. JEWITT, SCSEP Enrollee, SO

Promotions in Place
CATHERINE G. BECKER, Computer Assistant, SO
B. JUDY CARVELHO, Resource Assistant, SO
RICHARD M. VANBEBBER, Range Conservationist, Lost River RD

Reassignment
JERRY G. HAGEN, Land Use Planning Specialist, SO, to Supervisory Wildlife Biologist, Challis RD

Retirement
HELEN J. EDGE, Supervisory Clerk-Typist, SO

Transfer Out
WAYNE E. GARNER, Personnel Officer, to Utah State Office of BLM

PAYETTE NF
Promotion
DEANNA FLEMMER, Secretary, Supervisor and Staff

Promotion in Place
RALPH (ANDY) FINN, Interdisciplinary (Branch Chief), Recreation and Lands

Reassignments
BEVERLY FRANKLIN, Clerk-Typist, Fire Management
VICKI WARD, Clerk-Typist, Weiser RD

Resignation
JAMES MAVROS, Forestry Technician (Smokejumper), Fire Management

Transfers Out
NIKKI BEAN, Resource Clerk, Council RD, to Resource Clerk, Mountain Home RD, Boise NF
DONNA HEAGY, Fisheries Biologist, Range, Wildlife and Watershed, to Fisheries Biologist, Sierra NF, R-5

UINTA NF
Promotions
TIMOTHY F. CLARK, Forestry Tech. (Law Enforcement), Heber RD
ROBYN S. FITZGERALD, Purchasing Clerk, Heber RD
KAREN C. MAIR, Clerk (Typing), Heber RD

Reassignment
LAVOY C. HILL, Resource Clerk, SO

Transfer Out
BETTE B. DENISON, Personnel Assistant, to FMHA in Salt Lake City

WASATCH-CACHE NF
Promotions and/or Reassignments
MEL BACON, Budget Officer, SO, to Geometronics Service Center
DAVID SWANK, from Mark Twain NF, to Forester, Kamas RD
DICK PINE, from Information Office, RO, to Public Affairs Specialist, SO
DALE N. BOSWORTH, from R-1, RO, to Forest Supervisor, SO
RICK HIGGINBOTHAM, Forester, Kamas RD, to Mark Twain NF

Promotions in Place
LINDA ALLEN, Personnel Clerk (Typing), SO
DIANE ANDERSON, Clerk (Typing), Logan RD
MICHAEL VAN HORN, Forestry Technician, Logan RD
JOANN LARSEN, Supervisory Forestry Technician, SO

Transfers Out
ROBERT BRUINGTON, Forestry Technician, Ogden RD, to U.S. Postal Service
BARRY WIRTH, Public Affairs Specialist, SO, to Bureau of Reclamation

PARTING SHOT

—Gene Powers, Salmon National Forest Supervisor from 1959-1970, was Salmon River Days Parade Marshal.

—The peregrine falcon population of Salt Lake City recently doubled with the hatching of three rare peregrine chicks on the Weston Hotel Utah located in the heart of the city. The healthy chicks mark the first success of the mating peregrines that have been returning to downtown Salt Lake City for the last three summers. A closed-circuit television camera has been mounted outside the nest beaming a picture into the hotel's lobby. The babies will learn to fly in early to middle August. Peregrine falcons are one of the rarest birds of prey and are listed as an endangered species.

—The Bureau of Land Management has temporarily suspended its decision to use herbicides in controlling noxious weeds in Idaho and Wyoming. This action responds to recent litigation in Oregon concerning the impact of herbicides on human health.

—The Internal Revenue Service and the National Treasury Employees Union have agreed to implement a pilot child care program at four IRS locations—Andover, Massachusetts; Laguna Niguel, California; Houston, Texas; and Hartford, Connecticut. Money will be appropriated to get the projects underway after which each site will be financially self-sufficient, operating on fees collected from IRS employees who enroll their children.

—As a trial program, single family and group campsites on the Uinta National Forest can be reserved by calling Leisuretime Reservation Systems (phone: 800-824-CAMP (2267)) and immediately confirmed with a Visa or Master card or by mailing a check. If a check is mailed, sites will not be held or confirmed until the check is received by the reservation office. Reservation phones will be answered seven days a week but not on holidays. Reservations for both group and family sites may be made up to one year in advance but not less than 10 days in advance. Reservations will be accepted for the type of space or equipment only—no specific site numbers will be reserved. Reservations may be made for up to 14 consecutive days. The reservation convenience fee will cost $3.75 for families and $5.50 for group sites plus the campground fee which will vary depending on services, size of group, and length of stay.

—The U.S. Office of Personnel Management has issued new guidance concerning "parental leave" to federal government managers encouraging them to be flexible in granting not only traditional maternity leave but leave for adoption, foster care and the care of sick children or elderly parents. This guidance is designed to encourage managers to exercise that discretion in keeping with President Reagan's ongoing initiative to keep government policy from interfering in the indispensable business of caring for families.

—On August 2, the Boise National Forest auctioned 90 cords of firewood at Shafer Butte—a first for this Forest. Trees, mostly dead and diseased, were cut down when the Shafer Butte Campground was rebuilt recently. □

☆ U.S. GOVERNMENT PRINTING OFFICE: 1986—676-042/40,003 REGION NO. 8

UNITED STATES DEPARTMENT OF AGRICULTURE
FOREST SERVICE
FEDERAL OFFICE BUILDING
324 25th STREET
OGDEN, UTAH 84401

TO:

THIRD-CLASS BULK RATE MAIL
Postage and Fees Paid
USDA FOREST SERVICE
Permit No. G-40